**Person Specification**

**Communication & Language Lead**

A list of qualities required always looks daunting. However, we would like to reassure you that we are realistic, and more interested in you as a whole person rather than in a tick-list of your attributes. It is not expected that you will have had the opportunity to develop each of the skills to the same level. Please use the statement in support of your application as an opportunity to tell us about your strengths, or the elements of your work of which you are most proud, and the ways in which you could make a contribution to this school. Thank you.

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|  |  | Essential | Desirable |
| Specialist Knowledge/ Qualifications | First degreeMA Linguistics Good honours graduate Qualified teacher status Teacher of the Deaf (TOD)BSL at Level 3 or aboveShape coding, ELCLAN, Visual phonics | ✓✓✓✓✓ | ✓✓ |
| Relevant Experience | Proven outstanding teaching pedagogy. Leadership and Management which motivates and leads a team effectively, setting clear objectives to manage performance Research, Teaching and LearningEnsuring achievement of excellent results for students trough working with StaffEvidence of a commitment to professional development Experience of leadershipKnowledge of commonly used assessments and testsKnowledge of current issues and developments in teaching Deaf and SCLN pupilsKnowledge of language & communications training and delivery of training in these areas | ✓✓✓✓✓✓ | ✓✓ |
| Personal Qualities | Passion for Languages and an ability to communicate this to others Ability to inspire and motivate others Capacity for hard work and high expectations of self and others Supportive approach to others, and an ability to relate well to colleagues and students Ability to lead a team, and to work well within teams Ability to make difficult decisions Generosity of spirit High expectations of studentsWillingness to contribute to extra-curricular activities Some experience of leading a team Knowledge and skills  | ✓✓✓✓✓✓✓✓ | ✓ |
| Knowledge and Skills | Excellent teaching skills Excellent communication skills Excellent capacity for leadership and management Understanding of the importance of modelling in leadership Good communication skills, including the effective use of ICT Thorough knowledge of the subject Understanding of the impact of Language skills across the curriculum Strong organisational skills Ability to use monitoring and evaluation to raiseachievementAbility to prioritise own workload and that of others Ability to evaluate the work of the department and to maintain focus on improvement A knowledge of current educational developments Ability to create a positive, inclusive learning environment Experience and training Applies own research to develop learning and assessment practiceCreativity, Innovation and Problem Solving Suggests practical solutions to new or unique problems | ✓✓✓✓✓✓✓✓✓✓✓✓✓ | ✓✓ |

***Our School and all its personnel are committed to safeguarding and promoting the welfare of the children. This post is subject to an Enhanced Disclosure Application to the Disclosure and Barring Service.***